

Let us be
your partner
in building
Montana's
workforce.

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Job Service
BOZEMAN



JOB SERVICE BOZEMAN NEWS

Job Service Employers' Committee Monthly Newsletter for December 2016



Honoring the Past, Inspiring the Future 1941-2016

December 7th is the 75th anniversary of the attack on
[Pearl Harbor](#)—the "date which will live in infamy."

President Franklin D. Roosevelt

Job Service Reaches out to Warming Center

By Lindsay Dodge

The Warming Center offers seasonal shelter to anyone in need—families with children, single adults, and couples are welcome. Trained staff and volunteers are onsite during all hours of operation.

Job Service Bozeman will be extending its services to the guests of the Warming Center to assist folks with their work search, resume building, writing cover letters, preparing for job interviews, and researching career or education options.



Workforce Consultants will
be onsite Tuesday evenings
7:00 PM to 8:00 PM

2104 Industrial Drive; Bozeman—406.587.4486
Tonya Horn; Outreach & Operations



October 2016 - Seasonally Adjusted
Over the Month Change

Location	Unemployment Rate	Over the Month Change
Nation	4.3%	↔ 0.0%
Montana	4.9%	↓ -0.1%

Non-Seasonally Adjusted Unemployment Rate October 2016

Nation *4.7%
Montana *3.8%

Gallatin County:
Unemployment Rate: 3%
Total Labor Force: 62,259
Total Unemployed: 1,895

Source: Local Area Unemployment
Statistics; www.lmi.mt.gov

Job Postings to Job Service Statewide
YTD: 60,000

www.bozemanjobs.mt.gov

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Top 10 OSHA Citations of 2016: A Starting Point for Workplace Safety

Every October, the Department of Labor's [Occupational Safety and Health Administration](#) releases a preliminary list of the 10 most frequently cited safety and health violations for the fiscal year, compiled from nearly 32,000 inspections of workplaces by federal OSHA staff.

One remarkable thing about the list is that it rarely changes. Year after year, our inspectors see thousands of the same on-the-job hazards, any one of which could result in a fatality or severe injury.

More than 4,500 workers are killed on the job every year, and approximately 3 million are injured, despite the fact that by law, employers are responsible for providing safe and healthful workplaces for their workers. If all employers simply corrected the top 10 hazards, we are confident the number of deaths, amputations and hospitalizations would drastically decline.

Consider this list a starting point for workplace safety:

Fall protection
Hazard communication
Scaffolds
Respiratory protection
Lockout/tag out
Powered industrial trucks
Ladders
Machine guarding
Electrical wiring
Electrical, general requirements



Our list of top violations is far from comprehensive. OSHA regulations cover a wide range of hazards, all of which imperil worker health and safety. And we urge employers to go beyond the minimal requirements to create a culture of safety at work, which has been shown to reduce costs, raise productivity and improve morale. To help them, we have released new recommendations for creating a [safety and health program](#) at their workplaces.

We have many additional resources, including a wealth of information on our [website](#) and our free and confidential [On-site Consultation Program](#). But tackling the most common hazards is a good place to start saving workers' lives and limbs.

Thomas Galassi is the director of enforcement programs for OSHA.



Request a Free Safety Consultation

Consultation Services:

The Montana Department of Labor & Industry's Safety and Health Bureau is dedicated to help improve safety and health in all Montana's workplaces. The Consultation Program provides on-site consultation services to assist with compliance of OSHA regulations in both private and public sector. Our professional staff can help employers identify safety and health hazards and provide recommendations to eliminate or reduce hazards and improve overall safety and health programs.

There are **no fees charged** for the consultation **nor are fines or penalties levied** for any safety or health hazards observed during the consultation.

The consultation may include:

What we can do for you!
Who Can Request a Consultation?
An Effective Consultation May...

[Read It Here](#)



Montana's Workplace Injury and Illness Rates Decline

HELENA, Mont.-For the third straight year, Montanans workplace safety has improved and injury and illness rates have declined. The annual Survey of Occupational Injuries and Illnesses conducted by the Research & Analysis Bureau of the Montana Department of Labor & Industry shows that private industry workplaces in Montana have reported an incidence rate of 4.3 injury and illness cases per hundred full-time workers in 2015. The 2014 incidence rate was 4.5 cases per hundred full-time workers. The 2013 incidence rate was 4.7 cases per hundred full-time workers...[Read More](#)

Final Rule Issued to Improve Tracking of Workplace Injuries and Illnesses



The Occupational Safety and Health Administration (OSHA) has a new record keeping rule which may have an impact on your business.

The new rule, which takes effect January 1, 2017, requires certain employers to electronically submit injury and illness data. This data is already required to be recorded on onsite OSHA Injury and Illness forms. This data enables OSHA to use its enforcement and compliance resources more efficiently.

Some of the data will also be posted to the OSHA website. Businesses that fail to comply with the new record keeping rule could face fines up to thousands of dollars.

You can learn more about the new record keeping requirements at <https://www.osha.gov/recordkeeping/finalrule/index.html> or by calling the Safety & Health Consultation Services of the Montana Department of Labor & Industry at (406) 494-0324.

*Montanans
earning
minimum wage will
see the rate increase
to \$8.15 per hour
beginning
January 1, 2017.
An estimated
3,323 workers,
or approximately
1.2 percent of
the workforce,
receive
minimum wage.*



Reminder: Employers Face New Jan. 31 W-2 Filing Deadline; Some Refunds Delayed Until Feb. 15

IR-2016-143,
October 28, 2016

WASHINGTON — The Internal Revenue Service today reminded employers and small businesses of a new Jan. 31 filing deadline for Forms W-2. The IRS must also hold some refunds until Feb. 15.

A new federal law, aimed at making it easier for the IRS to detect and prevent refund fraud, will accelerate the W-2 filing deadline for employers to Jan. 31. For similar reasons, the new law also requires the IRS to hold refunds involving two key refundable tax credits until at least Feb. 15.

[Here are details on each of these key dates](#)

Department of Labor Issues Notice of 2017 Minimum Wage Increase for Federal Contractors

The Wage and Hour Division (WHD) of the U.S. Department of Labor (the Department) is issuing this notice to announce the applicable minimum wage rate to be paid to workers performing work on or in connection with Federal contracts covered by [Executive Order 13658](#), beginning January 1, 2017.

Pursuant to [Executive Order 13658](#) and its implementing regulations at [29 CFR part 10](#), notice is hereby given that beginning January 1, 2017, the Executive Order minimum wage rate that generally must be paid to workers performing work on or in connection with covered contracts will increase to \$10.20 per hour. Notice is also hereby given that, beginning January 1, 2017, the required minimum cash wage that generally must be paid to tipped employees performing work on or in connection with covered contracts will increase to \$6.80/hour. [Read the Federal Register Executive Order](#)

May employers pay wages in Montana using electronic funds transfers?

Employers may offer employees the option of electronic direct deposit of wages, but may not require that an employee select a form of electronic transfer of funds. The employer needs the voluntary consent of the employee to provide electronic funds transfers. The consent may either be in writing or via an electronic means. The employer should be sure to keep a record of that consent. Electronic payment of wages is an “opt in” proposition in Montana, not an “opt out” where an employee has to affirmatively take steps to prevent electronic payment of wages.

[Labor Standards, Wage & Hour](#)

National Influenza Vaccination Week

(NIVW) is a national awareness week focused on highlighting the importance of influenza vaccination.

NIVW 2016 will be observed December 4-10

Information for Businesses & Employers

The **single best way to prevent seasonal flu is to get a yearly flu vaccine**, but good health habits and antiviral medications (<http://www.cdc.gov/flu/antivirals/whatyoushould.htm>) are other measures that can be used to fight the flu. To help businesses, employers, and their employees learn about these strategies for preventing flu, CDC provides the following Toolkit, flyers, posters, and other materials to post and distribute in the workplace, <http://www.cdc.gov/flu/business/index.htm>



Fifty-Five Thousand STEM Jobs in Montana

Montana's 55,000 STEM workers make up 12% of the state's payroll employment, similar to the U.S. as a whole, where STEM occupations are 13% of payroll employment. STEM workers in Montana earn more than non-STEM workers, with an average annual wage of \$68,695 compared to \$36,643, respectively. [From Montana Economy At A Glance](#)

Montana Department of Labor & Industry



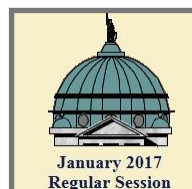
Montana 65th Legislature January 2, 2017

In less than two months, the Montana Legislature will convene. There are numerous unIntroduced HR-related bill requests so far.

These unIntroduced bills include:

- Generally revise labor laws (6 bill requests)
- Generally revise laws related to prevailing wage
- Revise incumbent worker training program requirements
- Revise workforce investment act to implement federal changes
- Generally revise laws related to paycheck protection
- Give safe harbors for employers, schools, landlords for criminal rehabilitation
- Generally revise disability laws related to wages
- Establish employee safe travel to work and employee property right laws
- Establish benefits and retirement security task force
- Provide that employment of an unauthorized alien is unlawful
- Revise Unemployment Insurance laws
- Revise State Fund old fund
- Generally revise Workers' Compensation laws (6 bill requests)

[Read Legislative Updates](#)



Montana Employment Law Posters are available through your local Job Service Office. The MT Department of Labor & Industry provides these posters at no cost to the public. Telephone 406.582.9200 if you have a question.

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Events *Job Service Bozeman provides Business Workshops at no cost to businesses!*

25 Steps to Lower Your Workers' Comp Rates by Fred Miller

December 6th, Noon to 2:00 P.M. at Job Service. Call 582-9223 to register.

This class lists 21 specific steps businesses can take to contain work comp costs by aligning with the Montana Safety Culture Act. Fred Miller draws upon his experience & safety training to develop a must-have list of action items necessary to implement a safety culture at any business.

As a former insurance agent, Miller worked with a broad spectrum of Montana businesses to improve safety culture. He has worked with hospitals, schools, fast-food chains, truckers, a large multi-state recycling company, numerous HVAC and construction firms, energy firms, manufacturers, and many others.

Packaging a Successful Safety Program

It's that time of the year when we all start to give and receive holiday gift packages. At Montana State Fund we too want to give you a package - that is, a package of safety. Join MSF's Safety Services Team in December when they present our free safety workshop, Packaging a Successful Safety Program.

Topics include:

Creating Your Safety Program/Culture - Part Three – In our third and final session, we'll give you the tools and ideas you need to maintain and improve upon your program for the future.

Managing Workers' Compensation Claims – In this session we'll discuss what an employer can do to understand the workers' compensation claim process...

December 7 – Bozeman – Holiday Inn – 8:30 to Noon.

Interested? Register Now. Questions? Call 800-332-6102 extension 5361 (Kirk Smith).

Unemployment and U

January 18th at Job Service Bozeman; Noon to 1pm

Margaret Krause; Claims Examiner for the Dept of Labor & Industry Unemployment Division will present on issues most affecting Employers and answer questions about unemployment claims and your account.

Announcements



Do you work for an amazing employer?
Tell us about it!

Employer of Choice Award

We want to know what Gallatin County businesses are doing to create a great workplace!

BJSEC

Do you work for an Employer of Choice?

Do you have a great boss or business place where you are fully engaged and love your job?

Does your boss provide innovative workforce solutions for training, increasing employee participation and motivation?

Or, do you know of a business that has done something exceptional for its employees and/or community?

The Bozeman Job Service Employers Committee (BJSEC) recognizes businesses that create great workplaces in our community by presenting them with the *Employer of Choice Award*. We will recognize two employers:
An employer with 1-25 employees and
An employer with over 25 employees.

To nominate an employer, download the nomination form at www.bozemanjobs.mt.gov

Request and return nomination forms
By Email to: shanken@mt.gov, or
Telephone Susan at Bozeman JSEC-(406) 582-9223

Nominations are due January 15th, 2017

Past Employers of Choice:

Murdoch's

Core Control

West Paw Design

Bridger Steel of Belgrade

Bozeman First Security
Bank

MONTANA STATE
EMPLOYERS' COUNCIL

EMPLOYERS
OF CHOICE
2011-2015

